



# *Racial Equity Action Plan*

*Presented by*

Equity & Inclusion Workgroup Members: Chris Bubenik &  
Leonard Jones

Equity & Inclusion Executive Sponsor: DK Wesley

Board of County Commissioners Regular Meeting

June 15, 2021



# Agenda

- Background
- Racial Equity Action Plan (REAP) Engagement & Plan Revision
- REAP Review
- Critical Milestones Accomplished
- Next Steps - Implementation

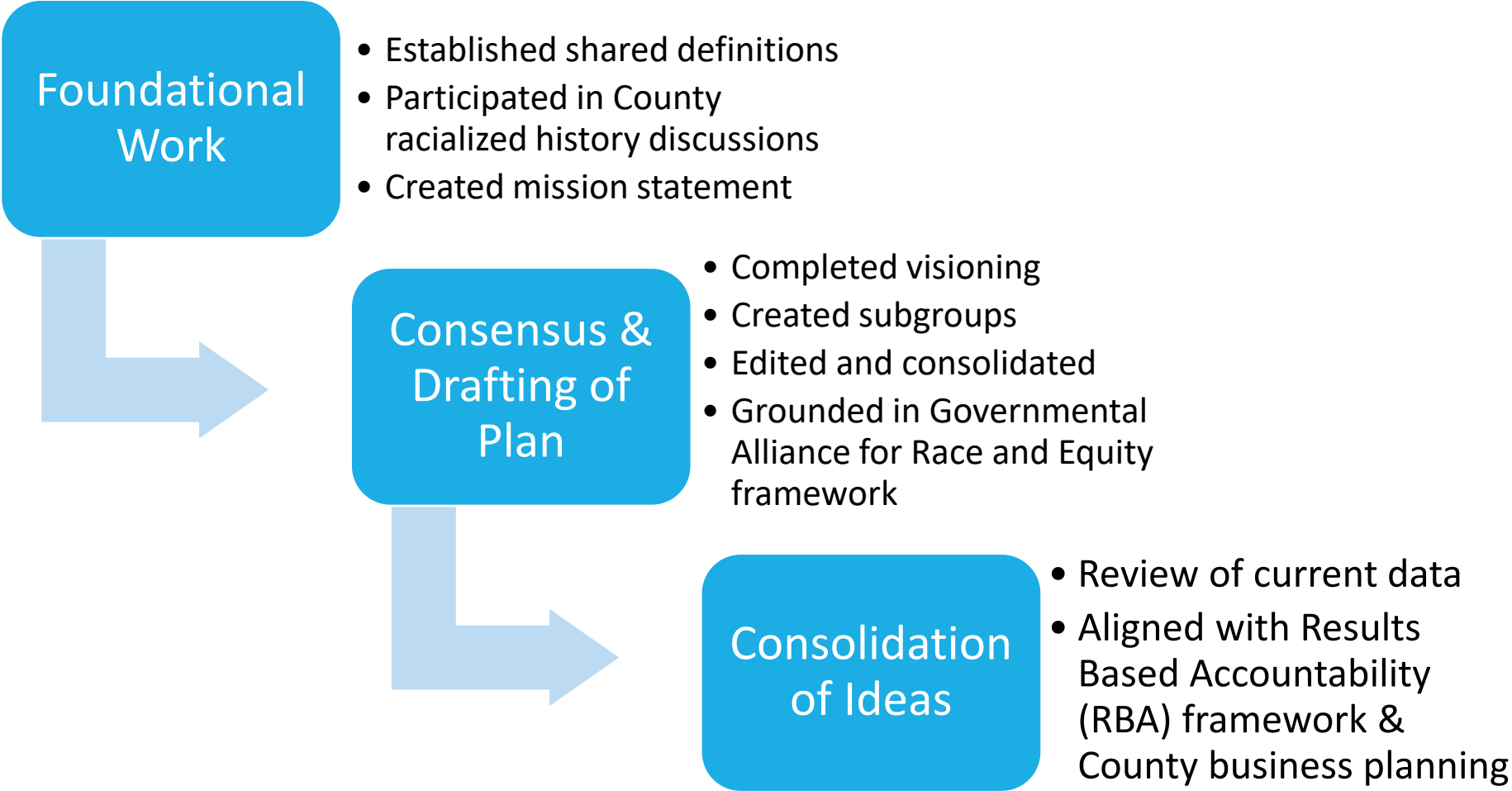


# Background - Foundation

- **Buncombe County Strategic Plan**
  - **Equity** as a Value
  - **Equity** as a Foundational Focus Area: Systems, policies, and practices that support equity for all people and an organizational culture that embraces diversity and inclusion.
- **Affirming Resolutions**
  - Resolution Declaring Racism a Public Health & Safety Crisis
  - Resolution to Support Community Reparations for Black People in Buncombe County
- **Commissioner Check In & Review of draft Racial Equity Action Plan -**  
*December 2020*



# Background - Action Planning Process



# Comprehensive Engagement

- **Communication & Marketing**
  - Articles
  - Video promoting the draft plan
  - Spanish language version of plan, community input sessions and survey
  - 1,000 unique views of the plan online
- **Organizational Engagement**
  - 25+ departmental meetings and 3 employee input sessions
  - 148 employees participated in at least 1 session (about 10% of workforce)
  - 24 survey responses
- **Community & Public Engagement**
  - 11 community input sessions
  - 214 participants representing 189 individuals / attending multiple sessions
  - 101 survey responses
  - 559 views of the online session



# Plan Revision

- **Trends**

- Seek specific ways that employees, departments, community can fit in
- Focus on measureable outcomes, timelines, and accountability
- Report progress & hold ourselves accountable
- Ongoing communication and training
- Continue authentic community engagement

- **Updates**

- Removed draft performance measures & began work on refinement
- Added introductory letters
- Enhanced list of equity concepts & terms
- Minor adjustments to activities



# Racial Equity Action Plan Preview



# Action Plan Components

- Initiatives and actions to support the high level goal
- Who is accountable for achieving the initiative

Focus: Community or Foundational High Level Goal	
Initiatives and Actions	Accountability





## Community Goals

- Create pathways to ensure engagement in racial equity strategies and improve quality of life
- Provide racial equity education and communication to the community
- Improving quality of life outcomes through racial equity initiatives

## Foundational Goals

- Cultivate a thriving workforce within Buncombe County that ensures racial equity
- Institute organizational policies and processes to ensure equity and accountability
- Establish Buncombe County as an equity inclusion model



# Example Foundational-Level Initiatives

Implement and provide ongoing racial equity learning and support for staff

Create internal racial equity training for Buncombe County Commissioners

Develop equitable policies and procedures for Buncombe County

Increase equity based County budgeting decisions

Recruit, engage, and retain a workforce for Buncombe County in ways that ensure equitable opportunities



# Example Community-Level Initiatives

Assess current state of racial disparities

Improve health and recreation outcomes for the most impacted communities

Create authentic, honest, transparent community engagement around racial equity

Increase diverse representation on BC Boards and Commissions



# Critical Milestones - Action Plan Development

- complete
- ✓ County Manager
  - ✓ Assistant County Manager
  - ✓ Management Advisory Group
  - ✓ Department Directors
  - ✓ **Commissioners Check In - December 7, 2020**
  - ✓ County staff
  - ✓ Community partners
  - ✓ Public at large
  - ★ **Commission Request for Approval – June 15, 2021**



# Next Steps – Implementation

## FY22 Equity Road Map Development

- complete { ✓ Establish County Equity Training Team & Equity Data Team
- underway {
  - ⚙️ Define & Refine Outcome Measures
  - ⚙️ 1<sup>st</sup> Iteration - Create Equity Web Page
  - ⚙️ Develop Countywide Equity Training Curriculum
  - ⚙️ Results Based Accountability Training – *train the trainer*
- upcoming {
  - 📅 Create REAP Community Engagement Plan
  - 📅 2<sup>nd</sup> Iteration - Create Equity Web Landing Page w/dashboard
  - 📅 Develop progress reporting mechanism
  - 📅 ***And much more!!***



# Request For Board Action

- Approve Countywide Racial Equity Action Plan

